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Northern Region News



October 2, 1992

A Newsletter For Employees and Retirees

Issue 9

R-1 Tackles Budget Cut

by Dave Jolly
Regional Forester

At present, there is the potential that there will be significant reductions in both targets and funding for FY 93 and beyond in some program areas in Region 1. The timber and road programs are two major areas most likely to be seriously affected. The impacts on these programs will in turn affect other programs and support functions.

The Forests are now experiencing great difficulty implementing their Forest Plan objectives as originally conceived. Forest Plans anticipated that we could maintain our timber program and increase other resource programs. This has not worked out. We have had difficulty in scheduling timber sales as envisioned by the Plans. There are many reasons for this problem, including the unanticipated costs of roadless area entry and escalating costs of NEPA compliance based on public controversy. Accomplishment of programs is not occurring in a

satisfactory manner and our Region's unit costs are among the highest in the nation.

I am very concerned. This concern is shared by Congress, which has given tentative direction to the Forest Service to reduce budgets in the Washington Office and the Regional Offices by \$13,000,000 in FY 93 and to develop a plan to become more efficient. We need to start adjusting the way we do business now, with a goal of making the transition by FY 95. Our overall objective is to improve our performance, which will mean we will also have to assess each job we do to ensure its contribution to this end.



Dave Jolly

I have assigned a Task Force to evaluate the impacts of the budget and to develop alternative management strategies for downsizing the Region to be more in line with future trends of workloads and budgets.

The Task Force has done some initial work and presented me with some short-term and long-term actions for my consideration. I am presently reviewing these options and will decide shortly how we will proceed.

Without doubt, over the next couple of years there will be alterations to our method of operation in some areas. However we will do our best to minimize adverse impact to our people. We have not lost sight of individual concerns and the disruption that these changes may have on the lives of some of our personnel. The Forest Service has a tradition of caring for its people, a tradition that is one thing that I do not intend to change.

Aviation & Fire Management Director Named

Richard Bacon, from the Forest Service's Eastern Region, has been named director of Aviation and Fire Management for Region 1. Bacon will report to his new post in Missoula October 18.



Richard Bacon

Bacon, who holds a degree in forest management from Louisiana Tech University, is a 27-year veteran of the Forest Service. His

first employment with the agency was as a firefighter with the

Eldorado National Forest, Placerville, California, in 1961. After working several years as a forestry technician in California and Idaho, he started his professional career with the Boise National Forest in 1968.

Following several assignments with National Forests in Wyoming and Idaho, Bacon served as a district ranger with the Salmon National Forest from 1978-85. His next position was with the Forest Service Washington Office where he worked as a cooperative fire program specialist from 1985-87. Since 1988, Bacon has been with the Eastern Region in Milwaukee, Wisconsin as director of Aviation and Fire Management.





The Fall of the Wild

by Sue Arnott, Public Affairs Specialist
Regional Office, Region 4

Snake River Basin Public Affairs Coordinating Team

If declining numbers were the only problem salmon faced, solving the problem would be simple. Fish hatcheries could increase production, release salmon back into the wild and, presto...problem solved. Until recently, playing this numbers game was a popular approach to handling the dwindling salmon populations. It was an approach that offered immediate, tangible gains yet long-term losses. Moreover, to simplify the solution to today's wild salmon crises is to insult the powerful forces and intricate web of nature.

Biologists know the problem is not salmon shortage; it's a complex situation involving dams, quantity and quality of spawning and rearing habitat, and other factors that impact wild salmon propagation. The solution lies not in replacing wild salmon populations by reproducing fish en masse. Fundamental to the solution is being good stewards of the soil and water resources. In some cases, as with dam sites, habitat is irretrievable, and a quick-fix solution to increase fish numbers may provide immediate benefits. But, still, nature's work cannot be replicated. The results just aren't the same.

A fish is a fish is a fish...

Wrong! Wild, native fish differ sharply from their look-alike, hatchery-raised kin. A wild fish is tougher. Its creation and survival is not dependent on human assistance. Domesticating wild fish in artificial facilities can be, in fact, a direct threat to wild populations.

What makes wild fish tough is their ability to survive. In a healthy stream environment, only about 5 to 20 percent of a generation reaches adulthood. During that lifetime, each day poses a new set of challenges. Predators lie in wait, each fish must obtain high-energy producing foods at low-energy costs to itself, and then there are internal adjustments/adaptations fishes must make while living in changing stream environments. Water temperature, currents, hiding cover availability are just a few of the variables they encounter. Those that make it to the end of the life cycle pass on their

high level of fitness to the next generation.

Too, each stock develops strengths that are crucial to its surviving in a specific water system. Hence, transplanting a native stock (an original stream inhabitant) to a different tributary could compromise its chances of survival because it did not adapt to that particular environment.

Hatchery fish, on the other hand, don't face these types of challenges. Life for many hatchery fish begins when human hands select its parents. From there, it is spawned, incubated, hatched and raised in an artificial facility designed for producing maximum numbers, not maximum fitness. Concrete troughs replace winding,

"Native fish differ sharply from their hatchery-raised kin. A wild fish is tougher. Its creation and survival is not dependent on human assistance."

everchanging streams. A readily available food supply weakens the fishes' innate ability to hunt for food. After many months of this "cushioned" life-style, they are released back into the wild to merge with their wild relatives.

The Good and the Bad News

According to University of Idaho, Fisheries Professor Ted Bjorn, one advantage to raising hatchery stocks is "you can eliminate a bunch of mortality that takes place in the wild," but he adds, "the thing is, hatchery fish don't have the same viability as wild fish. For [hatchery fish] to survive, they have to be in a pretty conducive environment, ... one with a good food supply and without a lot of predators." In other words, like all organisms, they are fit only to the degree they are challenged.

This lower level of fitness in hatchery stocks poses a more serious problem when interbreeding occurs with wild stocks. The offspring inherit some of these weaker traits resulting in a direct threat to the fishes continued survival. Only those fit to meet the challenges will make it back upstream. Nature won't compromise.

Disease poses another threat. Hatchery stocks are reared in close quarters and, says Bjorn, "this tends to accentuate disease problems. For chinook, the problem is bacterial kidney disease. This disease is present in wild populations but the close quarters of rearing facilities amplifies this problem [in the wild]." Once diseased hatchery fish are released in heavy concentrations into the wild, more wild populations are exposed.

Bjorn says that hatcheries can be part of the solution to saving wild fish, though. "There is a role for hatcheries in places where habitat can't be replaced, like upstream from Hells Canyon where all the dams exist and on the North Fork of the Clearwater. We're hoping they can supplement existing runs with hatchery fish, but," Bjorn warns, "we don't want to be in a situation where we're dependent on hatcheries for production. Wild fish production is the most important part. It provides the best genetic material we need to maintain wild populations."

But, the only way to "produce" these wild fish is through habitat protection. No laboratory can yield the same results.

Taking Action

The Forest Service is taking a direct approach to protecting salmon habitat. Biologists are currently on the ground examining all ongoing projects and activities on ten National Forests with anadromous fish in the Intermountain, Northern and Pacific Northwest Regions. All activities that may affect the fish will require the Forest Service to: consult with the National Marine Fisheries Service; and where possible, create mitigation measures to eliminate the risks to anadromous fish. Those activities where effects to fish cannot be eliminated may be permanently stopped. But, stopping an activity or project is a last resort and one that the agency hopes it won't have to use very often.

By working together—Region with Region, Forest Service employees with users—a sound and lasting solution to the salmon dilemma can be achieved.

Fish Find a Good Home in Beaver Creek

by Kathy Thompson
Public Affairs Information Assistant
Clearwater National Forest

Beaver Creek once flowed through dense forests. Nature supplied trees to fall across the creek, creating pools and perfect habitat for fish. Over many decades, logging changed the creek. Nature no longer had much opportunity to supply trees to fall across it. The creek began to meander—a quiet, shallow flow.



Dave Johnson, at right, holds filter cloth, while Bob Grubb piles rocks on top to hold it in place behind a log weir in Beaver Creek.

The creek, which runs across National Forest and Potlatch Corporation lands, was surveyed in 1990 by North Fork Ranger District personnel. They found it not meeting Forest Plan standards for pool riffle ratio; it was too shallow, too unobstructed.

The Forest Service provided a crew to construct log and boulder weirs, dam-like structures which create pools along the creek's route. Potlatch Corporation provided people to confer with their Forest Service counterparts on engineering and hydrology questions plus got the right equipment to the job site, like dump trucks and excavators.

The job site is a noisy place. Engines are roaring, equipment beeping a steady, high warning when being backed up. People are shouting to hear each other. Screeching sounds caused by metal moving rock mingle with the other noises.

For two weeks in August the activity—and the noise—continued. The work began with dump trucks transporting boulders to 26 staging areas at the project site, a one-mile stretch of stream which flows through a meadow. Next came the excavator to move boulders and logs from staging areas to where they'd be placed in the stream. Using one piece of equipment to move materials kept site disturbance minimal. The excavator worked beside and in the stream to place the weirs.

"In this stream, depth is a premium," said North Fork Ranger District fish biologist Dave Johnson. "Where you do have depth, you generally have a heck of a lot of fish." Pools behind weirs provide good summer habitat because the stream's compression brings plenty of food. Plunge pools, below the weirs, provide good winter habitat. Rock

crevices in the plunge pools remain silt-free, providing fish a favorite hiding place.

To keep water from undermining the weir a synthetic filter cloth made of inert materials that will not harm water or stream life is laid behind the weir and then weighted with rocks to keep it in place. Rocks are piled behind the weir in order to create a broad surface for the water to flow over.

Johnson borrowed district forestry technician Bob Grubb for help on the project. The two worked alongside each other, doing the hand labor to "fine tune" weir construction—cutting and placing filter cloth, piling rocks to keep the cloth in place—wading in the stream in hip boots to get the job done.

When completed next year, the project will translate into weirs on a seven-mile stretch of Beaver Creek. This year's one-mile portion of the project means 100 more weirs are in the stream—100 more feeding and breeding places for fish in Beaver Creek.

Johnson hopes to see his handiwork a year or two after construction by snorkeling to take a look at the weirs. "That's what convinces me, to actually see it, the things you created where there probably wasn't anything before," said Johnson. The presence of fish, plenty of them, tells the story.

Quick Action Saves Salmon

by Susan Lamberson, Forestry Technician
Powell Ranger District
Clearwater National Forest



Chinook salmon survived life-threatening sediment flows at the Powell satellite fish hatchery following heavy thunderstorms July 5-8, thanks to quick action by Powell Ranger District staff.

The sediment was produced by downpours washing over Elk Summit Road. Stream flows were higher than normal and carried the sediment over a mile to the chinook facility where 212 adult chinook salmon had successfully completed the long swim from the ocean to reproduce and complete their remarkable cycle of life.

Resource assistant Dennis Elliott and hydrologist Jed Simon initiated the response, using the skills of the fire and fisheries crews to place log and straw sediment traps along a tributary of Walton Creek, which provides water to the Powell facility. The purpose of the traps was to limit the amount of fine sediment being transported downstream into Walton Creek.

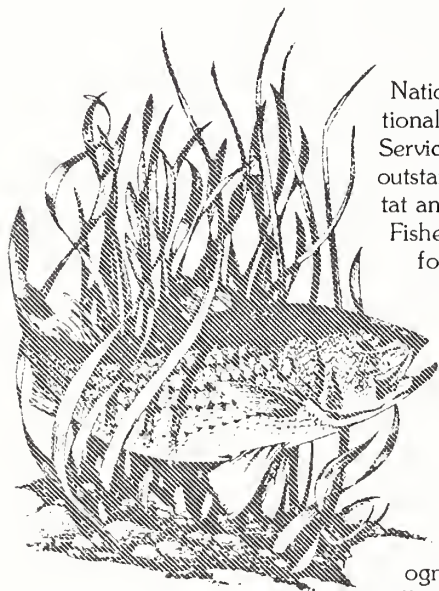
Other work involved rehabbing channels that had washed out below culverts along side Elk Summit Road. The road has since been closed to reduce potential erosion impacts. The end result of all the hard work was that the streams, although affected, flow much cleaner now.

Helping the crew were 15 students with instructors from San Francisco State University who had arrived at Powell that week to conduct research. The Clearwater was selected as an area to study habitat changes along a salmon run and the effects of the dams from the Columbia River Basin up to Dworshak Dam in Orofino.

The university study is part of an intensive six-week summer course that has taken the students from the Gallatin National Forest to the Clearwater and on to the Nez Perce. Included in their course work were speakers from the Forest Service and the Wilderness Society. Swanson said all speakers were informative, honest and open with the class.

IPNF Gets National Attention

by Judy Smith, Public Affairs Specialist
Idaho Panhandle National Forests



The Idaho Panhandle National Forests received national recognition from Forest Service Chief Dale Robertson for outstanding leadership in fish habitat and watershed conservation. Fisheries biologist Dave Cross, forest hydrologist Gary Kappesser, acting forest supervisor Bill Damon, and former watershed staff officer Dave Aldrich were presented the "Rise to the Future" award on behalf of the Forest at a ceremony in Washington D.C. on August 12.

The Forest was recognized for their strong and effective program of fish habitat management. Watersheds in urgent need of rehabilitation have been identified and the Forest has developed a strategy to restore and protect these drainages. Conservation plans for the sensitive fish species of west slope cutthroat trout and bull trout have been approved and are currently being implemented.

Strong partnerships with Forest users and other agencies were also a factor in the award. Local fly fishing clubs, in cooperation with the Forest, have completed one third of a habitat survey program. Local groups are also helping to monitor the effectiveness of conservation strategies.

Scholarship Awarded

by Richard Newton, Archaeologist
Lewis and Clark National Forest



Sandra Morris

Sandra Morris, a cooperative education student with the Lewis and Clark National Forest, was awarded the 1992 Montana Archaeological Association Scholarship. Morris, who also has permanent status with the Forest as an archaeological trainee, received the \$1,000 scholarship in part based on her research, "Wildfire—a Part of Cultural Prehistory in Montana." The work will soon be published in a special supplement by "Archaeology in Montana" magazine.

St. Maries and Avery Ranger Districts Prove Good Neighbors

by Laura Mullen, Supervisory Forester
Avery Ranger District, IPNF

St. Maries and Avery Ranger District employees put their money where their hearts are at a fund-raiser luncheon held during the summer that pulled in over \$830 in contributions to an effort to improve the economic climate of the St. Joe Valley.

The St. Joe Valley Development Foundation is raising funds to hire an economic development coordinator for the area. St. Maries Ranger District employees Brenda and Charlie McCord became enthusiastic supporters of the project and wanted to help in some way.

The McCords intend to remain in the area and knew of other co-workers who share that intention. Assisting the foundation's efforts as a group could provide a way for the Forest Service to show their support of the community.

With the approval of St. Maries District Ranger Gary Sieren, Brenda McCord organized a committee to develop the fund-raiser. Avery District Ranger Kent Dunstan also endorsed the plan, and his employees eagerly joined in. "I was impressed with the enthusiasm of



IPNF Acting Forest Supervisor Bill Damon with his "find" at the St. Maries fundraiser

all our employees for what the community is doing," Dunstan said. "Basically, St. Maries is our community too. We may be removed by a few miles, but we do our grocery shopping in St. Maries, and we have many friends there."

McCord's committee did much of the work on their own time. Employees donated the food and prizes for the dime-a-dip potluck, the white elephant sale and the auction that were used to raise the money. The fund-raiser came after a two-district family meeting, and was attended by over 75 people, including Acting Forest Supervisor William Damon Jr. and Acting Deputy Forest Supervisor Thomas Puchlerz.

McCord said that several Forest Service employees intend to continue their involvement in the foundation's effort by volunteering for the committees that will be developed after the foundation hires a director. The fund-raiser may also become an annual event.

A Place for Healing

by Sally Blevins, Lead Wilderness Ranger
Stevensville Ranger District
Bitterroot National Forest

The National Forests offer many things to many people. Certainly they provide areas for recreation and reflection, just what was needed by the Outdoor Adventure Therapy for Survivors, a program aided by the Bitterroot National Forest.

This past summer, professional health care staff worked with children of families who are experiencing difficulties by helping them develop a healthier means of interaction in an outdoor setting. The program, associated with the Western Montana Regional Community Mental Health Center, is part of a cost-share partnership with the Bitterroot's Wilderness Organization. Other partners include the Missoula County High School and the Patagonia Corporation.

During several outings into wilderness and non-wilderness areas, children spent approximately 40 percent of the time learning wilderness skills and environmental education and the remaining 60 percent in therapy. All of the educational programs took place in the outdoors and included such topics as: effects of moisture and climate on the landscape; wilderness philosophy; glaciation; Leave No Trace camping technique; Native American relationships with the earth; and basic ecological concepts. Bitterroot Forest staff assisted with the design of the curriculum and provided two wilderness rangers as instructors for one day for several of the classes.

The lessons were designed to provide analogies between the physical and the social-emotional realm. For example, the professional staff emphasized "Leaving No Trace," or impacts on the earth or on other people's lives.

Though this summer's stormy weather provided some extra challenges to these young backpackers, they left the mountains with a better understanding of the mountains, the wilderness and themselves!

Happy Birthday Local 60

by Maryann Hayden, Centralized Files
Management Systems, Regional Office
President, Local 60



Local 60 of the National Federation of Federal Employees Union (NFFE) is 75 years old this September. Headquartered in Missoula, it is one of the oldest existing locals of NFFE in the country.

Clyde Fickes, one of Region I's earliest rangers, and instrumental in establishing the Remount Mule Depot at the Ninemile Ranger Station, was a member of Local 60 from 1917 until his death at the age of 103. He was also a past president and helped form the Montana State Federation of Federal Employees in 1936.

Three of Local 60's past presidents have served as vice presidents of the influential Forest Service Council, composed of union people from small NFFE locals. The Council was formed in 1978 to give small locals greater bargaining power in negotiating with the Forest Service at the national level.

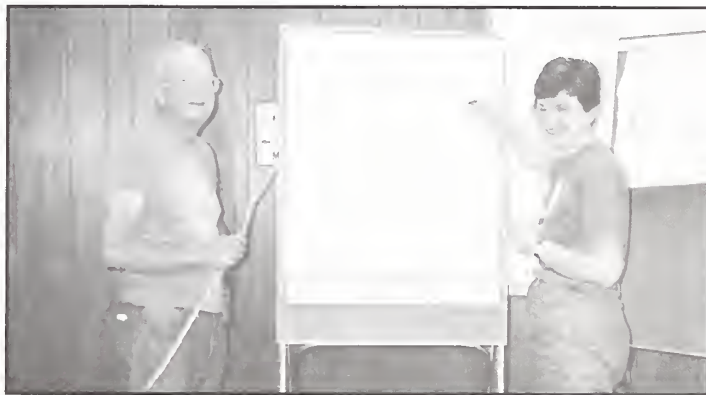
September 1915 also marks the founding of the national organization. Some of NFFE's achievements for federal employees:

- 1923 - Classification Act, providing equal pay for equal work
- 1936 - Cumulative annual and sick leave
- 1940 - Extension and protection of the Merit System
- 1945 - 40 hour work week
- 1950 - Health benefits for Federal employees and dependents
- 1960 - Automatic cost of living increases for retirees
- 1970 - Ended mandatory retirement age
- 1980 - Permanent authorization of flexi-time schedules for workers

Retirees Work at Bitterroot

by Madelyn Kempf, Public Affairs Specialist
Bitterroot National Forest

The "Dynamic Duo"—alias Sam and Carol Harris—are two incredibly talented volunteers from Delaware who spent the



Sam and Carol Harris

summer in the Sula Ranger District working on the development of an interpretive plan for a proposed visitor center and the text and layout for several new brochures.

Sam, a retired chemical engineer for the DuPont Company, and Carol, a registered nurse and former school teacher, used their interest and skills in interpretation to help develop an extensive interpretive plan and gather historical information for the proposed Lost Trail Visitor Center on Lost Trail Pass. They also developed the text and assisted in the production of the new Magruder Road brochure. Another project for Carol was updating the "Birds of the Bitterroot" brochure.

An additional role for the two were as campground hosts at the Warm Springs Campground, which served as home base for the energetic couple. In their "spare" time, they assisted with the restoration of the historic McCart Lookout.

The Harris's have traveled extensively to all parts of the globe—New Zealand, Australia, Fiji, Britain, Switzerland, Costa Rica, coast-to-coast in the States and Alaska. However volunteering has now become a "way of life" for them. On the way to Newfoundland in 1987, the Harris' stopped at the White Mountain National Forest in New Hampshire. Their concern over a closed information booth led to them returning the following summer in a volunteer position.

While with the White Mountain, they met a Forest Service employee from the Ocala National Forest in Florida. This chance meeting resulted in them volunteering for three consecutive winters at the Ocala, performing such diverse tasks as preparing a bird list, designing display boards for an interpretive nature trail, planning and laying out a trail for a future wildlife observation platform, collecting and identifying plant specimens and rewriting brochures for camping areas.

The Harris's have now returned to their home to Seaford, Delaware. Their plans for next summer? Who knows. But for the time, energy, and devotion Carol and Sam so willingly gave to the Bitterroot

Interpretive Programs a Hit!

in the Lolo

by Ellie Sigrist, Interpretive Program Coordinator
Missoula Area Information Services

Visitors by the hundreds turned out to hear about flintknapping, wolves, wild edible plants, life in Montana log-



Kids enjoy hands-on participation, making friends with Burmese python, in program by Sam Manno of Reptile Amphibian Center

ging camps, archaeology of western Montana, and other such topics in programs sponsored by the Lolo National Forest this summer. The popular interpretive programs were presented weekly in two campgrounds on the Missoula Ranger District and in the Recreation Areas surrounding Missoula. The family-oriented evening walks and talks drew anywhere from 10 to 100 people.

Through the efforts of many Forest Service employees and others, people from Missoula to Florida to California have an increased awareness, knowledge and appreciation for the environment and cultural history of the area. The presenters had fun too and received great feedback from the visitors.

Thanks go to Forest Service employees who led programs: Dick Kramer, Tim Love, Kristen Whisennand, Andy Kulla, Steve Platt, Laird Robinson, Beth Kennedy, Mike Hillis, Tim Eldridge, Milo McLeod, Bob Hoverson, Skip Hegman, and Kate Walker-Smith. Our appreciation also to all groups who participated and helped make the program successful.

Newsletter Guidelines

The Northern Region News is published by the Northern Region Public Affairs Office for employees and retirees. Following are guidelines for submitting stories:

- Articles should feature Forest Service employees and retirees involved in Forest Service activities and projects.
- Articles must be concise and timely. All articles are subject to editing, and may not be used if outdated, inappropriate, or if space does not permit.
- Photos should be black and white, glossy prints if possible. Send articles to G. Weisgerber:R01A (Data General) or Gloria Weisgerber, Editor, Northern Region News, Public Affairs Office, P.O. Box 7669, Missoula, MT 59807. The public affairs officer on your Forest may want to preview articles before they are sent. If so, please follow that process.

on Amtrak

by Amy Scalf, Public Relations Summer Intern
Flathead National Forest

From tales of the wild West to descriptions of wilderness grandeur, AMTRAK passengers are being entertained and informed this summer by Flathead National Forest interpreters who ride AMTRAK's Empire Builder between Whitefish and East Glacier.

According to J. D. Coleman, public affairs officer for the Flathead, it was a pilot program and, by any standard of measurement, one that has been a success. AMTRAK likes it, the interpreters like it and the passengers, expressing themselves in writing as well as vocally, believe the program is "outstanding." Coleman's best estimate of the total number of people reached this year with the program is in the neighborhood of 40,000 people.

The actual train ride takes a little over two hours, but the narration runs only about 30 minutes. The remaining time is spent responding to the many questions posed by curious passengers. The interpreters deliver their narration over the public address system, which is heard throughout the train except for the dining car.

The script used as the base information was written by J.D. Coleman, with the help of Forest naturalists, a hydrologist and Glacier National Park interpreters. Coleman commented that the object of the program is not environmental or conservation



L to R - Jody Sutton and Amy Scalf (in uniform) leave Amtrak and head for the information desk in the East Glacier Amtrak depot.

education; "rather, it is environmental awareness. Our message is too brief to be considered education, but we can leave our listeners with an awareness of the ecosystem through which they are traveling."

The enthusiastic response by the passengers has been tremendously rewarding for the guides, who, for the most part, were recruited from the front desk of the SO or ranger stations. States Mitchell Burgard, a Forest volunteer and train interpreter, "Everyone seems to love the program. Even the people that grumble about us waking them up so early in the morning are thanking us by the time we reach East Glacier."

Archaeology on Top of the World



by Jack de Golia, Public Affairs Officer
Beaverhead National Forest

stone pebbles.

Deciphering what happened is the

task of archaeologists who spend long hours carefully scraping meter-square pits with trowel and shovel or spiraling dirt out of test holes with a gasoline-powered auger. They then sift the dug-up dirt

Ruth Kornfield and Charles Gilman, both professors of anthropology at the University of Montana, work at another pit, learning just as everyone is about the science of archaeology.

Along with these folks, Mel Harold of Stevensville; Karen Helle of Ennis; Kristin Nesbitt of Idaho Falls; Kelly McGinly, Portland, Oregon; and Michael Ryan, Jr. of Dillon, sifted the dirt in search of clues to the ancient human story of the high Gravellys. Ginger Hamilton, from the Beaverhead National Forest, and Kristin Wisennand, from the Lolo National Forest's Plains District, help Mike Ryan supervise and guide the volunteers.

"This has been very valuable for all of us. The Forest Service got some needed work done, and I'm able to share my knowledge of archaeology with a very interested audience," Ryan said.

Today the wind blows away the echoes of our own laughter and voices which reverberate, as before, off the sheer faces of Black Butte. We catch a glimpse back many hundreds of human generations to a period when other people walked these high-elevation plains, made their tools, lived their lives, and passed on.



L to R - Ruth Kornfield and Charles Gilman, both of Missoula, sift time and dirt through their screen.

The winds have long since blown away the echoes of their laughter and voices that once reverberated off the sheer faces of Black Butte. And the winds have blown away their footprints. Now, the only traces of generations of people who came here thousands of years ago are to be found in the dirt—flakes, rubbed stones, and fashioned points of rock.

We know for sure that for at least 8,000 years, perhaps longer, humans climbed to over 9,500 feet to what must have seemed the top of the world to the sea of grass and summer flowers that crown the mountains we now call the Gravellys.

Whether the ancient people camped far below in the valleys and journeyed up to gather rocks to make their tools or whether they camped right on the high, rolling grasslands on top of the mountains, we don't know. We're fairly sure they traded and certainly traveled some distance. We find bits of obsidian, some of it probably from Yellowstone National Park's Obsidian Cliff, amid the chert and sand-

through screens, pushing it with their fingers, feeling for a bit of rock touched last by human fingers perhaps a hundred generations before.

The story is being pieced together by seven people who joined Mike Ryan, the Beaverhead's archaeologist, during Montana Archaeology Week, August 2-8. As part of the "Passports in Time" program, these folks came from all walks of life to learn and to help with needed work.

Agnes Helle, of Dillon, handles a 8,000-10,000 year-old projectile point found during her week of looking back through time. Nearby, Tracy Ellig, a just-graduated philosophy major from Montana State University, trowels the walls of the meter-square pit he and Ginger Hamilton work through. As they sift the material, they bag bits of flaked rocks, cataloging what's found at each level.



Aggie Helle of Dillon examines a projectile point at least 8,000 years old, the oldest yet found on site.



Rae Ellen Moore fishing the Missouri River

Spotlight

Rae Ellen Moore

From: A stump ranch north of Priest River, Idaho.

Profession: Landscape architect, Helena National Forest

What Job REALLY Is: Meeting arranger, fence walker, computer jockey! I help others do their jobs and complete their goals, like recreation site rehab projects, interpretive signs, trails, brochures, even timber sales (with discrete little units!).

Previous Life: Worked as a secretary for 12 years with State Department assignments in Switzerland, Yugoslavia and D.C. Following a return to college at the University of Idaho, I worked on the Nez Perce, Clearwater, Gallatin (at West Yellowstone), and Idaho Panhandle National Forests.

Fantasy Job: Full time writer and artist, just for fun

People I Wish I Had Met: Isadora Duncan, Joseph Campbell, Aldo Leopold

Hobbies: Dancing, climbing mountains, sketching, skiing, joking with friends, writing, membership in "Great Old Broads for Wilderness," restoring a 120-year old cabin and former brothel in Rimini, writing and publishing books—including a travel sketchbook "Just West of Yellowstone," "Powder Monkey Tales," and soon, "A Guide to Geezer Gazing"

Wish I'd Been Along When...: Man walked on the moon July 20, 1969.

Dream Vacation: Switzerland, to shop on the Bahnhofstrasse, then ski at Zermatt and Wengen—followed by a trip to Kenya for a balloon ride/photo safari

Where I'd Live (if money were no object): Switzerland, at least part of the year, and right here in Montana the rest of the time

Civil Rights Conference

by Gloria Weisgerber, Editor
Northern Region News



A kaleidoscope, made up of shifting patterns of different facets, each facet retaining its own character yet contributing to the whole. That is what the Civil Rights Conference held in Polson September 1-3 was all about. It did not focus on Affirmative Action, EEO, or related Federal regulations. The discussion was about attitude toward multiculturalism within the Forest Service, about ways to achieve a diverse workforce where people operate to their full potential and are valued for their unique contributions.

An important point made by many of the speakers was that workforce diversity or pluralism is a broad issue with many implications for the agency. As a goal it means:

- welcoming and respecting different disciplines within the agency
- welcoming and respecting people of varying cultures, background, race and gender
- welcoming and respecting people with disabilities

Achievement of the goal will not come, it was stated, unless the time is right, when there is a demand from the bottom and active commitment from the top. Key players in the success of workforce pluralism were identified as the mid-level managers, the "keepers of the culture," or those who may closely hold to what is past Forest Service tradition. If they lend support, substantive change can occur at a much more rapid pace.

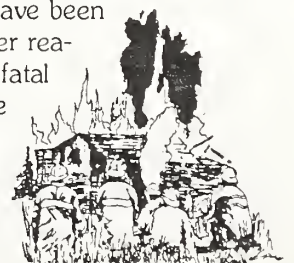
There were many ideas offered on how each participant could make a difference. Organizers of the conference were emphatic in having the training be action oriented and arranged for participants from each Forest to caucus on the last day of the meeting to develop an action plan for their Forest. Participants were to "take the message home," so those who could not attend should contact their Forest or division representatives for further information.

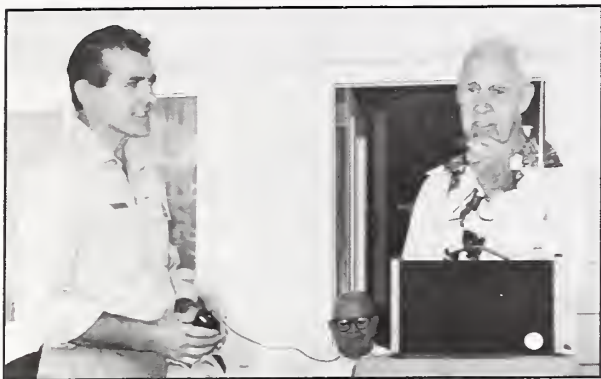
For an excellent summary of the highlights of the presentations, contact Cheryle Zwang, PAO, Regional Office, (406) 329-3028.

Tips to Live By

October 4-10 is National Fire Prevention Week, a good time to **TEST YOUR HOME SMOKE DETECTOR**. Millions of homes have smoke detectors installed that do not work because they have dead batteries, have been disconnected, or have failed for other reasons. Remember, the majority of fatal home fires occur at night, when people are asleep.

Don't let this be your home...





L to R - Lolo National Forest Program Officer Chuck Spoon and Jim Augenstein. John Issacson, former employee in the '40s, is seated at center

Friends Return to Savenac

by Patrick Corts, Administrative Officer
Superior Ranger District
Lolo National Forest

July 16, Reunion Day at the Savenac Nursery! It turned out to be a perfect day from beginning to end! Around 8 a.m.—as a handful of Superior District employees were posting signs, moving chairs from the dining hall to the west lawn, and brewing the coffee—the aroma of freshly baking turkeys settled around the cookhouse. Employee donations had provided the turkeys and some of the extra relish trays. However, once the guests began to arrive, carrying their special home-cooked potluck creations, it became clear that two large tables would not be adequate to hold all the dishes.

As the morning progressed, a total

of 65 people arrived for the festivities. Of the 65, 40 were past Savenac nursery personnel, Civilian Conservation Corps (CCC) members stationed at Camp Taft, or retired Forest Service employees who had passed through Savenac during their careers.

Nine people who had worked at Savenac or Camp Taft over a half century ago were among the honored guests. Those receiving special recognition were Jim Augenstein, at Savenac 1930-34 and nursery superintendent 1944-61; Bud Mason, nursery superintendent 1934 and 1961-64; Mark Hall, CCC member, 1935-39; Emmerson Duffield, at Savenac 1931-34; Frank Knox, at Camp Taft F-9,

1937-39; Joe Swan at Savenac 1930 and '31; Lester Melton, at Camp Taft 1936-38; John Wilson, CCC 1938; and Rusty Mainwaring, CCC 1933-37. This distinguished group, along with spouses and local friends, represented those who provided the vitality for Savenac in the 1930's.

But let's not forget the 40's, 50's, and 60's. Each decade had representatives who came back for the reunion. We're confident the spirit of Elers Koch, the forest supervisor who established Savenac in 1909, was probably well-pleased with this outstanding group who carried on his vision of a Regional tree nursery.

Remember this 1932 photo?

The photo at right was featured in the Northern Region News December 27, 1991. Some readers correctly pointed out that the people pictured could not have been with the CCC program, as was stated in the caption, because the CCC was not created until 1933.

Now the good news. Louise and Jim Augenstein were able to identify all of those pictured. Jim, who stands at the far right, third row in the 1932 photo (and is also in the photo above), worked at Savenac from 1930-34, was nursery superintendent from 1944-61, and went on to open the new nursery in Coeur d'Alene in 1961. He left Coeur d'Alene in 1965 and retired from the Forest Service in 1971. Jim and Louise have lived in Anacortes, Washington since their retirement.



Photo taken in 1932. L to R, front row - Mabel Hould, May Taylor, Jessie Williams, Ruth Parker, Mrs. Benson, and Alma Benson. Middle row - Skip Cameron, Bill Cushman, Jack Shea, Joe Benson, and Shannon Cruzan. Back row - Bill Beckert, Charlie "Red" Stanfield, Charlie Franklin, Emmerson Duffield*, and Jim Augenstein*. *Attended reunion at Savenac

Personnel Update

BEAVERHEAD NATIONAL FOREST

AWARDS & PROMOTIONS

HALL, AUTHUR, range technician, Wise River RD, promotion, range conservationist, Rio Grand NF, Conejos Peak RD
KIRTLEY, JACKIE, information receptionist (typing), Madison RD

BITTERROOT NATIONAL FOREST

AWARDS & PROMOTIONS

CAMPBELL, DAVE, district ranger, Sula RD, belt buckle award
EDDY, BILL, forestry technician, Sula RD, cash award
EHMANN, SHIRLEY, resource clerk, Sula RD, cash award
FRUIT, KURTIS, forester, Sula RD, cash award
KEMPF, JERRY, forestry technician, Darby RD, promotion
MCCLURE, TOM, range conservationist, Sula RD, belt buckle award
MCMENUS, KERRY, NEPA staff officer, SO, promotion, planning/NEPA staff officer
MORLOCK, PATTE, purchasing agent, SO, belt buckle award
OSET, BOB, wilderness resource specialist, West Fork RD, belt buckle award
OWENS, REGINA, forester, Sula RD, cash award
REGAN, GEORGE, forestry technician, Sula RD, belt buckle award
SCHREIBER, WINNIE, forester, Darby RD, temporary promotion
SWALLOW, TONY, forestry technician, Darby RD, cash award
SWANSON, RICK, fisheries biologist, SO, promotion, assistant national fisheries program manager, BLM-WO

YERIAN, HAROLD, equipment servicer, Trapper Creek CCC, belt buckle

REASSIGNMENTS/TRANSFERS

HAYES, FOREST, administrative specialist, SO, reassignment, assistant planning staff officer

CUSTER NATIONAL FOREST

AWARDS & PROMOTIONS

ANDERSON, BABETE, spot award, information receptionist, Beartooth RD
ANKRUM, LORI K., cash award, resource assistant, SO
BISHOP, NORMAN G., promotion, lead forestry technician, Medora RD
CARD, DAVID J., cash award, computer specialist, SO
SCHEIDECKER, NORMA, spot award, resource clerk, Beartooth RD
SEYMOUR, DAN, spot award, forestry technician, Beartooth RD
SHULTZ, RITA A., cash award, computer assistant, SO
SMITH, BARBARA J., cash award, resource clerk (oa), SO
VISCONTY, GREG, cash award, geologist, SO

REASSIGNMENTS/TRANSFERS

THURMOND-BROWN, CAROL, geologist, SO, reassignment, Lolo NF

DEERLODGE NATIONAL FOREST

AWARDS & PROMOTIONS

FABER, BEVERLY, training instructor, Anaconda CCC, promotion
SCHUELKE, BRUCE, forester, Butte RD, temporary promotion
BUCKLER, LINDA, financial assistant, SO, cash award
BUCKLER, WILLIAM, social services assistant, Anaconda CCC, cash award
CHOR, JULIANN, computer assistant, Anaconda CCC, cash award
DODGE, JOCELYN, forester, Butte RD, cash award
DORVALL, RENE, computer assistant, Butte RD, cash award
GOLDBERG, AMY, student aid, Butte RD, cash award
HAFFEY, RON, principal teacher, Anaconda CCC, cash award
JOHNSTON, JAMES, work program officer, Anaconda CCC, cash award
KANEY, JAMES, guidance counselor, Anaconda CCC, cash award
KINZER, KEN, forestry technician, Jefferson RD, cash award
KONEN, JAMES, supervisory guidance counselor, Anaconda CCC, cash award
MARTINELL, SCOTT, forestry aid, Jefferson RD, cash award
PAGE, LELAND, SCSEP enrollee, Philipsburg RD, cash award
SAJOR-JOYCE, LINDA, operations research analyst, SO, cash award
SPRAUER, LAUNA, computer assistant, Anaconda CCC, cash award
STEFFAN, ROBERT, corpsmember supervisor, Anaconda CCC, cash award
VAN ALSTYNE, FRED, administrative officer, Anaconda CCC, cash award

FLATHEAD NATIONAL FOREST

AWARDS & PROMOTIONS

CALLOWAY, CATHY, forester, Swan Lake RD, spot award
HOWARD, GARY, lands specialist, SO, cash award
JONES, DENNIS, information assistant, SO, converted to career-conditional appointment
MATTER, NANCY, office automation clerk, SO, promotion to budget assistant
MURDOCK, forester, Glacier View RD, Special Act Award/Outstanding Employee of the Quarter
PARADISE, JAMIE, resource clerk, SO, promotion
ROBERSON, RUTH, forestry technician, Hungry Horse RD, promotion
SUTTON, JODY, information receptionist, SO, promotion

GALLATIN NATIONAL FOREST

AWARDS & PROMOTIONS

LUCERO, LEONARD, promotion, Forest Supervisor, Carson NF
MICHEL, DON, cash award, Bozeman RD

HELENA NATIONAL FOREST

AWARDS & PROMOTIONS

BISHOP, NATHAN, forester aid, Townsend RD, cash award
BLACKBURN, DARIN, forester technician, Townsend RD, cash award
BORETSKY, BRYAN, forester technician, Townsend RD, cash award
BROWN, JENNIFER, forester aid, Helena RD, cash award
CASEY, DAN, forester technician, Helena Rd, cash award
CHRISTENSEN, CHRIS, forester technician, Helena RD, cash award
CHRISTENSEN, MICAH, forester technician, Townsend RD, cash award
COUTTS, TEDDI, computer program analyst, SO, cash award & promotion
FITZGERALD, TIM, forester technician, Lincoln RD, cash award
GILLESPIE, BRAD, lead forester technician, Townsend RD, cash award
GILLESPIE, KRIS, forester technician, Townsend RD, cash award
GLADEAU, RICHARD, forester aid, Helena RD, cash award
HENDRICKSON, SHANE, student trainee, (fisheries biologist), Helena RD, cash award
LAMAR, RICHARD, forester aid, Townsend RD, cash award
MCCOY, TIM, forester aid, Townsend RD, cash award
MEYER, JERRY, forester technician, Helena RD, cash award
OWEN, CLIFF, forester aid, Townsend RD, cash award
PRIMOZIC, JOHN, range technician, Lincoln RD, cash award
SCHLOSSER, STEVE, forester technician, Helena RD, cash award
SWAN, DAVE, forester technician, Helena RD, cash award
WATT, CHRIS, forester aid, Townsend RD, cash award
WESTFALL, JEFF, lead forester technician, Townsend RD, cash award

IDAHO PANHANDLE NATIONAL FORESTS

NEW EMPLOYEES

CLIFTON, CRAIG, BLM, reinstated to career appointment, information receptionist Wallace RD
JONES, JANA, conversion to career appointment, forester, Sandpoint RD

AWARDS & PROMOTIONS

ANDERSON, WILLIAM, promotion, civilian engineer technician, St. Maries RD
BALL, SANDRA, promotion, office automation clerk, Sandpoint RD
BURICK, JOHN, cash award, forestry technician, Priest Lake RD
CHUTE, TERRY, quality step increase, forestry technician, Sandpoint RD
COSOLITO, JOHN, promotion, forestry technician, Bonners Ferry RD
HUBBARD, CONNIE, temporary promotion, ecologist, Fernan RD
HUDSPETH, DENISE, temporary promotion, forestry technician, St. Maries RD
HUMPHREY, BURTON, Lewis & Clark NF, supervisory contract specialist, SO
WILLIAMS, CARY, cash award, forestry technician, Priest Lake RD

Personnel Update

REASSIGNMENTS/TRANSFERS

BONNEAU, ROGER, forestry technician, reassignment, Bonners Ferry RD
EDWARDS, WANDA, clerk, reassignment, office automation clerk, St. Maries RD
STEVENS, MICHAEL, forestry technician, reassignment, Priest Lake RD

KOOTENAI NATIONAL FOREST

AWARDS & PROMOTIONS

BARRETT, MARTHA, accounting technician, SO, promotion
DIEZIGER, GARY, computer program analyst, promotion, computer specialist, Rexford RD
ELROD, ALICE, forester, cash award, Fortine RD
ENRIGHT-BAWDEN, DIANA, information receptionist, promotion, public information technician, Cabinet RD
FERGUSON, LESLIE, lead forestry technician, promotion, forester, Three Rivers RD
FERRUZZI, ED, forestry technician, cash award, Fortine RD
GAUGER, DELLORA, public information assistant, cash award, Fortine RD
GELDERMAN, RALPH, forester, cash award, Fortine RD
GUTHNECK, MIKE, forester, Lolo NF, promotion, supervisory forester, Libby RD
HARTMAN, SUSAN, student trainee (forestry), Fortine RD, promotion
HILL, KATRINA, resource technician, cash award, Fortine RD
MCMAHON, MICHAEL, forestry technician, cash award, Fortine RD
NEUMAN, JANIS, forestry technician, cash award, Fortine RD
PERSHALL, CARL, forestry technician, cash award, Fortine RD
SHUEY, THERESE, resource clerk, cash award, Fortine RD
SMITH, DALE, information resource analyst, promotion, information resource manager, Libby RD
STEARNS, RICHARD, geologist, SO, promotion

NEW EMPLOYEES

KOESTER, LINDA, career conditional appointment, forester trainee, Three Rivers RD

REASSIGNMENTS/TRANSFERS

PUCHLERZ, TOM, district ranger, Fortine RD, reassignment, wildlife biologist, RI, RO
SHUEY, THERESE, resource clerk to purchasing agent, Fortine RD

LEWIS & CLARK NATIONAL FOREST

PROMOTIONS & AWARDS

CASPER, LINDA, cash award, Judith RD
COATS, ROBERT, cash award, Judith RD
GRADWELL, JANET, support services specialist, cash award & promotion, Judith RD
HORN, TIMOTHY, promotion, forestry technician, Rocky Mountain RD
JOHNSTEN, JENNIFER, promotion, forester, Musselshell RD
RITCHEY, CAROL, student trainee (archeology), cash award & promotion, SO
ZADRA, MARIANNE, promotion, computer clerk to personnel clerk, SO

RESIGNATIONS

BERGSTROM, ROGER, forestry technician, Rocky Mountain RD

NEZ PERCE NATIONAL FOREST

AWARDS AND PROMOTIONS

BREWSTER, BARBARA, supervisory personnel assistant, SO, special act award
CANADAY, LISA, personnel clerk, SO, special act award
ENGSTLI, GAYLE, personnel clerk, SO, special act award
MILLER, CHERYLE, personnel management specialist, SO, special act award
RITTER, DANIEL, wilderness resource specialist, Moose Creek RD, promotion
SHEPHERD, KAREN, staffing assistant, SO, special act award
WASSMUTH, DEBRA, resource clerk, Clearwater RD, special act award

REGIONAL OFFICE

AWARDS & PROMOTIONS

CHAFFEE, DIANNE, payroll clerk, AFM, promotion, Lolo NF, payroll clerk
PLYMALE, PAULA, accountant, ADM, cash award from WO

Retirement News

Gerald C. Franc, forester, RO, TCFPM
Robert Hinshaw, supervisory civil engineer, RO, ENG
Bernard Lea, realty specialist, SO, Gallatin NF
Betty Meek, contract specialist, SO, Gallatin NF
Ralph Meyer, district ranger, Hebgen Lake RD, Gallatin NF
Thelma Michael, conveyance examiner, SO Gallatin NF
Ed Morris, supervisory forestry technician, Salmon River RD, Nez Perce NF

A Ho-Down at the Custer Rendezvous

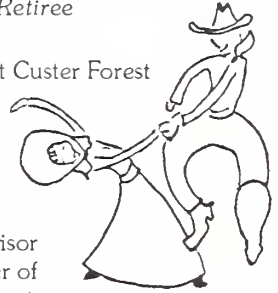
by Chuck Teague, Retiree

Over 80 retired and current Custer Forest folks from seven states gathered at the Knights of Kaleva Lodge camp north of Red Lodge, Montana on August 29-30 for the 11th annual rendezvous.

Among the attendees were Vern and Pete Hamre. Vern is a former forest supervisor of the Helena and former regional forester of the Intermountain Region. The oldest retiree to attend was Smokey Cunningham, 89, from the Sioux District in Camp Crook.

If you weren't there, you missed a table bending potluck dinner of gourmet quality, a lively dance to live music played by former Custer employess and friends, and a breakfast on Sunday morning.

Information on the next rendezvous will be published in the Northern Region News next spring.



Fall Retirees Luncheon

The fall Forest Service Retirees luncheon is scheduled for Monday, October 26 at Templins Resort, Post Falls, Idaho. Social time begins at 11:30, with lunch at 12:30. For information or reservations, contact Bob Damon at (509) 467-0627 or John Bushfield at (208) 765-4918.

In Memoriam

Walter S. Peterson, 76, of Kalispell, died June 12. Peterson worked for the Flathead National Forest from 1932-56; the Tongass National Forest from 1956-70, retiring in Ketchikan, Alaska as Forest business administrator.

After his retirement from the Forest Service, Peterson resided in Kalispell.

Marsha Thompson, St. Maries District receptionist, passed away September 13 from injuries sustained in a car accident. She was 21. Her five-year old son, who suffered head injuries in the accident, is now recovering in a Spokane hospital. Her brother, 6 years of age, was also in the car and has been hospitalized in serious but stable condition.

Thompson had worked at St. Maries for three years. She was employed for two years as a temporary, the past year as a permanent employee. Because she did not have life insurance and did not qualify for survivors benefits, a trust fund has been established for her son. Contributions may be made to the fund through First Security Bank, 729 Main, St. Maries, ID 83861.



Stepping Back in Time

by J. D. Coleman, Public Affairs Officer
Flathead National Forest

The jagged peaks of Glacier National Park and North Fork of the Flathead River are eternal. Vegetation is less permanent and the most temporary of all are the footprints of humans. Here, from July 11-19, in the midst of this splendor, the National Muzzle Loading Rifle Association temporarily turned back the clock 150 years to a time when mountain men staged an annual rendezvous to sell or trade furs and stock up on staples for another year in the bush. The event drew some 1,500 "mountain men" as well as mountain women and children.

Part of the activities included demonstrations on primitive blacksmithing as practiced in the early 19th century rendezvous.

The Glacier View Ranger District of the Flathead National Forest prescribed some 21 conditions for the special permit for the event. Chief among them were sanitation requirements: to use green porta-potties and to haul out garbage daily. The rendezvous folks had a few rules of their own. No one could enter the gathering without donning the garb of a fur trapper.



The Northern Region News

USDA Forest Service
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